
MEMORANDUM
HUMAN RESOURCES DEPARTMENT

TO: Thomas Thomas, City Manager

SUBJECT: General Wage Increase (Non-Affiliated Employees) DATE: September 2, 2014

Each year, the City Council considers a general wage increase (GWI) to all non-union, city employees in the departments of General Administration, Human Resources, Information Technology, Finance, Community and Economic Development, Martin Luther King Center, Police, Fire and Public Works.

Human Resources is recommending a 3.00% GWI for non-affiliated employees. The GWI will be effective on September 29, 2014. The proposed increase compares with a 2.75% GWI in 2013, a 2.00% GWI in 2012 and a 0% GWI in 2011 (see attachment).

Recommendation: The City Council grants a 3.00% GWI to non-affiliated employees effective September 29, 2014.

Submitted by: John Thorson, Human Resources Director

Approved by: Thomas Thomas, City Manager

City of Rock Island
General Wage Increases

	COA	IAFF	FOP	Parks	AFSCME-B	AFSCME-A	UAW	Non-Affiliated	Annual Average	CPI on 12/31 (USBLS for Midwest Urban)	
										Inflation Rate	
2007	2.670%	3.350%	4.000%	3.000%	3.000%	2.000%	2.850%	3.000%	2.98%	3.80%	2007 200.227
2008	5.000%	3.450%	3.850%	3.250%	3.000%	3.000%	3.400%	3.250%	3.53%	-0.32%	2008 199.582
2009	5.200%	3.000%	4.000%	2.000%	3.850%	5.000%	2.000%	2.000%	3.38%	3.02%	2009 205.613
2010	2.500%	2.500%	2.500%	1.000%	1.000%	1.000%	1.000%	1.000%	1.56%	1.78%	2010 209.27
2011	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.13%	2.82%	2011 215.173
2012	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.00%	1.79%	2012 219.033
2013	3.000%	2.750%	2.750%	2.750%	2.750%	2.750%	2.750%	2.750%	2.78%	0.99%	2013 221.194
2014	2.500%		3.000%		3.000%	3.000%	3.000%		2.90%		2014
2015	2.500%		2.500%						2.50%		
2016	2.650%								2.65%		
2017	2.750%								2.75%		
2018	3.000%								3.00%		
Employee Unit Average	3.37%	3.40%	3.27%	2.57%	2.79%	2.90%	2.80%	2.66%	2.97%	2.31%	

FOP has a 5 year contract: 3/21/11-(0%), 4/2/12-(2.00%), 4/1/13-(2.75%), 3/31/14-(3.00%), 3/31/15-(2.50%).

IAFF employees will receive GWI's on 4/2/12 and 9/30/13. AFSCME A, AFSCME B & UAW employees will receive GWI's on 4/2/12, 9/30/13 and 9/29/14

On 3/18/13, COA received interest arbitration award in the their favor on wages: 3/21/11-(1%), 4/2/12-(2%) and 4/1/13-(3%).

Non-Affiliated / Park employees received a 2.75% GWI on 9/30/13.

COA has a 5 year contract: 3/31/14-(2.50%), 1/5/15-(2.50%), 1/4/16-(2.65%), 1/2/17-(2.75%), 1/1/18-(3.00%).